



Rogers Public Schools

where all belong, all learn, and all succeed

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Dr. Janie Darr, Superintendent
Mr. Mark Sparks, Deputy Superintendent
Dr. Janie Darr, Superintendent
Mr. Mark Sparks, Deputy Superintendent
Dr. Virginia Abernathy, Assistant Superintendent
Dr. Roger Hill, Assistant Superintendent
Mr. Phil Eickstaedt, Executive Director
Mr. David Caldwell, Business Manager
Mr. Cris Carter, Chief Information Officer

April 18, 2012

Trace Briggs
Rogers Heritage High School

HAND-DELIVERED

Dear Coach Briggs:

You are hereby notified that your suspension with pay from your coaching responsibilities will continue and that I intend to recommend termination of your coaching contract to the Board of Education for the following reasons:

- (1) During the 2011 softball season, you were suspended without pay for one day and suspended from the next varsity game (see memo dated April 28, 2011). In that memo, you were directed to model the attitudes and respect you would want your athletes to possess. You were put on notice that your behavior would be closely monitored and further examples of poor judgment, lack of leadership and lack of professionalism could result in a recommendation for termination or non-renewal.
- (2) On July 28, 2011, you signed that you received and understood the expectations listed in the Rogers Public Schools Coach's Manual. A few of the expectations listed are the following: 1) Treat players with dignity and respect. 2) Coaches should be role models to players. 3) Coaches have a positive impact on the character development of athletes. 4) Coaches create positive relationships with players. This includes positive team dynamics.
- (3) After the loss to Har-Ber on March 15, 2012, you told the team, "They stuck it up your butts, and you liked it."
- (4) On April 10, 2012, when I asked you if you had made the above statement, you initially denied making the statement. Later in the conversation, you did admit to saying something similar to the above statement. You admitted that you said something like, "They stuck it up your butts, and they liked it."
- (5) While you have been on suspension my investigation has revealed that indeed you did use the offensive language set out above following the game on March 15, 2012. Such language to high school athletes is wholly unacceptable and is a direct violation of the expectations set out in the Coach's manual. The use of such language manifests the very same poor judgment, lack of leadership and lack of professionalism that you were warned could result in a recommendation for termination or non-renewal.

In addition, you are not to have any contact of any type with any players of the Heritage softball team, including attending practices, games or any other team activities.

You are entitled to a hearing before the Board of Education and must give notice of such request with thirty (30) days if you wish to have a hearing. This notice must be sent by registered or certified mail to the president, vice-president, or secretary of the board of education, with a copy to the superintendent, or may be hand-delivered to any of the above persons. The hearing shall take place not less than five (5) days or not more than twenty (20) days after the written request has been received by the board, unless another time is agreed upon in writing by the parties. The hearing shall be private unless you or the board request that the hearing be public. You may be represented by a person of your own choosing. It is the practice of the Rogers Public Schools to provide a transcript of the proceedings at no cost to the employee.

Sincerely,

Janie Darr

Janie Darr
Superintendent

Trace Briggs

Received by:
Date: